



DEPARTMENT OF THE ARMY
U.S. Army Corps of Engineers
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

6 OCT 1988

CECC-T

MEMORANDUM FOR: All FOA Legal Managers

SUBJECT: Policy on Entry Level Grades for Attorneys

1. Reference paragraph D-4., USACE Suppl 1 to AR 690-300, 302, 13 July 84.
2. In a substantial number of cases, legal managers hiring entry level attorneys face a choice of hiring qualified applicants at either the GS-9 or the GS-11 level. Sometimes the choice is made to hire at the GS-9 level even though the best candidate is qualified for GS-11.
3. It is my policy that when the best candidate for an entry level position is qualified for hiring at the GS-11 level, he or she will be offered that grade. This should serve to get higher quality candidates in many areas of the country and make us more competitive with other Federal agencies in initial hiring. It will also eliminate the need to seek waivers of time-in-grade requirements in those cases where a legal manager decides that after a few weeks or months on the job an attorney hired at GS-9 should not have to wait a full year to become a GS-11.

LESTER EDELMAN
Chief Counsel